



# THE INFORMER

October 2015  
PRESIDENT'S MESSAGE  
by Pat Mills, RN

## CONGRATULATIONS and THANK YOU!

On Tuesday, September 29<sup>th</sup> provisions of our new contract were discussed with members attending ratification meetings and it was approved by an overwhelming majority. The contract summary will be reviewed again at the Quarterly meetings on the 13<sup>th</sup>.

The Board of Directors thanks all of you for your support during the lengthy negotiation period; we really do appreciate it. The new tab on the union website showed over eight hundred hits during the negotiation period, which indicates people were keeping informed. The new robo-call method of notification, which now has over four hundred and fifty members signed up, proved its worth with the attendance at the Bethel Church meeting and the ratification meetings.

We will continue to use this method to remind you of all Quarterly meetings and to distribute any other information that needs to be communicated to everyone in a timely fashion.

**On the next page is a reminder we all need to follow for our own benefit  
and for the benefit of others.**

### Dates to Remember:

- 10/1 Council on Nursing Practice - 12 noon TBA**
- 10/13 Quarterly meetings - a reminder robo-call will be sent**
- 11/5 Council on Nursing Practice - 12 noon TBA**
- 12/3 Council on Nursing Practice - 12 noon TBA**
- 12/8 Unit Rep meeting – 7pm @ JOANINA Restaurant in Huntington Village**

## **FYI**

by Jane Hubert, RN - Second VP

### **Education and Certification Differentials**

As part of our new contract effective October 1, 2015, HHNA and the hospital have agreed that the employer will be notified by our members when they attain appropriate certifications and degrees. Payment of education and certification differentials will be retroactive to no more than one month from the date the member submitted proof of the certification or degree.

### **Transfers Within the Same Unit**

Under the new contract employees may now apply for transfers on units in which transfers were not previously permitted for a specified period of time. These are units that require specific training and include: OR, ED, Endo, EP, L&D, Interventional Radiology, Cath Lab, CCU, ICU, Step-Down Units and PACU. Also included are units in which the employee is required to receive a minimum of four weeks of full time training. The transfer would be to a different shift on the same unit and the job will be posted.

## **H.I.P.P.A. AND PATIENT PRIVACY**

### **Remember,**

- \* We may not seek, access or use PHI (Protected Health Information) unless we need that information to care for a patient
- \* We may not use Tracking Boards or Census Lists to “fish” for patients
- \* If we become aware that a fellow employee is a patient, we may not.
  - Pass that information along to anyone else
  - Look up any information on the employee/patient
  - Ask for information on the employee/patient
  - Visit the employee/patient unless expressly invited to do so
- \* We must NEVER TEXT PHI, on a personal phone or Health System issued phone—Texting is not secure.
- \* We must always report any mistaken or unauthorized access, release or use of PHI as soon as we become aware of it.

**PROTECTING PATIENT AND EMPLOYEE PRIVACY IS OUR RESPONSIBILITY**

# PILOT PROGRAM: VACATION REQUESTS

by Lisa Quintero, RN - First VP

Due to complaints and concerns we've received from members over the past few years we felt it was necessary to revise our vacation scheduling process. We will be implementing the same process as is currently used for the scheduling of summer vacations.

Administration has agreed to implement a pilot program for RN's working in the OR, ICU and Surgical Step-Down Unit. The pilot program will be for one year effective, January 2, 2016. The vacation periods are as follows:

<u>VACATION PERIOD</u>	<u>REQUEST BY</u>	<u>APPROVE BY</u>
January 2 – June 14	November 1	November 15
June 15 – September 15	April 15	May 1
September 16 – January 1	July 1	August 1

Vacations on only these units will be approved using this process. Vacation approvals will be consistent with current contract language, thereby, being granted on bargaining unit seniority. This process will allow junior employees more advanced notice for vacation approval as compared to current practice. Currently, junior employees may not be approved until the schedule is posted. This practice does not allow for booking a vacation in advance.

If you don't need to secure vacation time in advance, any vacation slots that remain available can be requested by members consistent with the current procedure as part of monthly scheduling.

## **You know you're a nurse if . . . .**

**you've seen people at their worst and don't think any less of them.**

**you really, really want a pair of shoes that are like walking on air.**

**you've learned to celebrate holidays at creative times.**

**you pray for blood sugars less than 120 so you don't have to cover.**

**you've ever fought with a doctor for something that a patient needs.**

**you have to be dying to go see a doctor yourself.**

**you still don't know the difference between rales, rhonci and crackles.**

**you use hand sanitizer almost religiously.**

**you're excited when a patient's I & O are adequate on your shift.**



## MAXING OUT YOUR 403(b)



by Joan Aliperti, RN – Secretary

When you're young and have decades until you retire, your biggest asset is time. You may not have a lot of money and it may seem like years before you can buy a house, but it's in your best interest to contribute as much as you can towards retirement because you have so much time ahead of you. Those years pass by faster than you think and before you know it you'll be tapping those funds! Not all companies offer a matching program. You should consider yourself fortunate and make the most of it.

If you are an employee hired on or after 1/1/2012 your pension plan is a 403(b) savings plan. You may contribute pre and post tax dollars directly from your paycheck into a 403(b) account. After one year of service, if you work more than 18.75 hours or more per week, NSLIJ will contribute 3% of your eligible earnings and will provide a 1/3 Employer match on employee contributions up to 6% (up to a max of 2% of employees eligible earnings).

The maximum amount a person can contribute to her/his plan is determined each year by the IRS after taking inflation into account. For the year 2015, people can contribute up to \$18,000 as an elective deferral to their employer's 403(b) plan. Additionally, if you are age 50 or older, you can contribute an additional catch-up contribution of \$6,000.

No matter how much you currently earn, a percentage match is essentially a percent raise that you are setting aside for later. So, if you are wondering how much to save in your 403(b), try to start by saving up to the maximum percent that NSLIJ will match. Anything less is like saying no to a salary increase.

## Health Insurance Update

by Jo Ann Pirro, RN – Treasurer

During negotiations one of the hospital's "wish list" items was for all of our members to drop their current health plan and switch to the North Shore Value and Buy-up Plan that non-union members at the hospital have. During negotiations we hired an insurance specialist and he didn't think this plan would be a good choice for the majority of our members. However, the union agreed to make it an *option* for our members along with the plans previously in place.

Not only could members incur larger out of pocket expenses, such as 30% to 50% co-payments, but those members who live further east might have

difficulty finding convenient in-system hospitals, doctors, laboratories and x-ray facilities. The only hospitals east of us that are in the system are Peconic Bay Medical Center in Riverhead and Southside Hospital in Bay Shore.

There is money to be saved if you use all in-system facilities and doctors. The plan does provide for out-of-network coverage, however, it is very costly.

Open enrollment will be sometime in November so check your email for more information on whether this could be a choice for you and your family. Any questions can be answered during open enrollment.

Union gives strength.

~ Aesop, ancient Greek story-teller and philosopher

## **Editorial** by Marion Catanzaro, RN

Everyone involved in the negotiation of a contract breathes a sigh of relief when it's done. It's a grueling process, emotionally and physically. However, the real work begins now with the administration of the contract over the next three years.

During negotiations every word decided upon is scrutinized to try to insure that there is no ambiguity when a particular sentence or clause is questioned by the union or management sometime in the future. Nonetheless, problems arise, especially when there is modified or new contract language. It takes time for everyone to adjust to the changes.

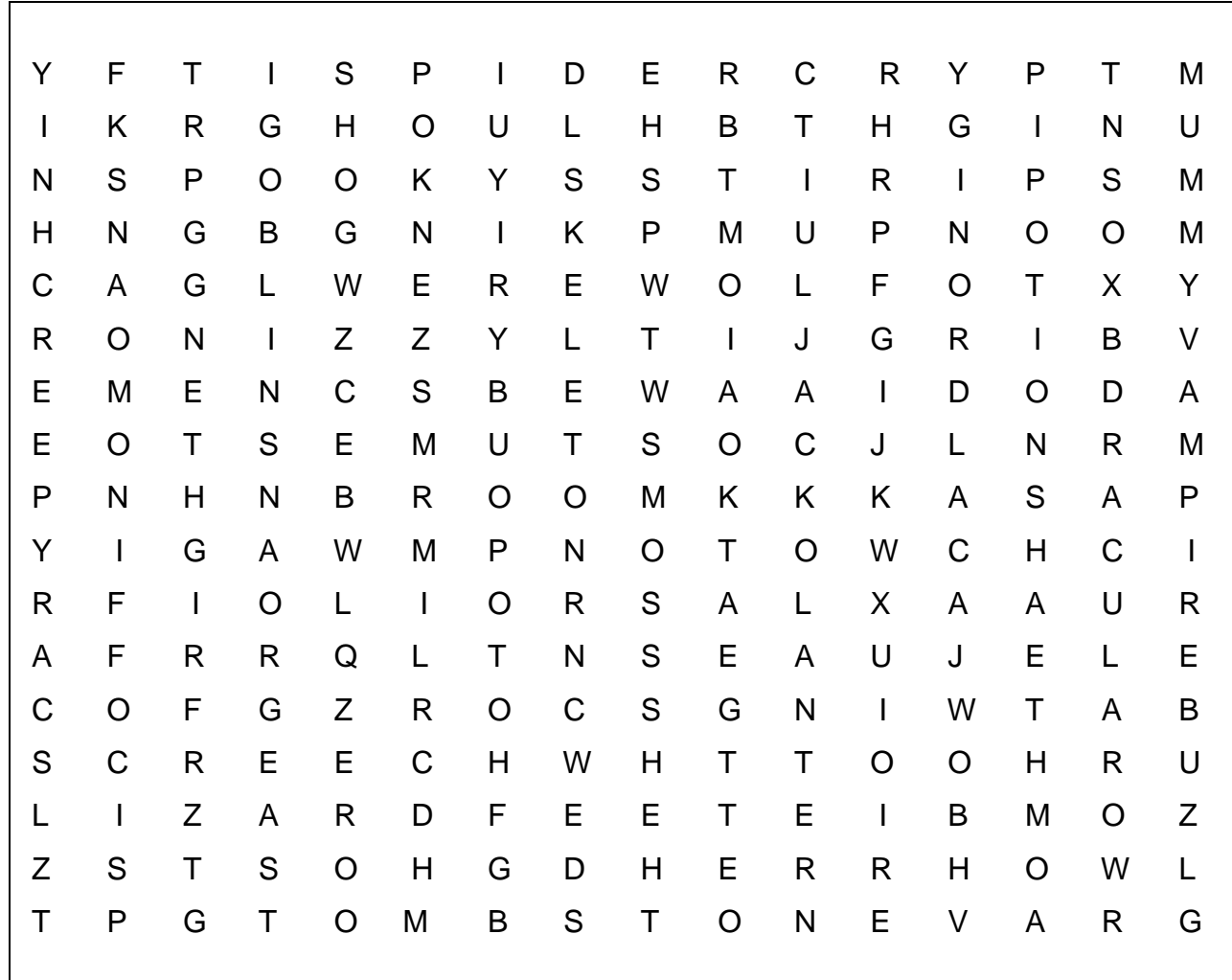
On the union side you have the five officers on the Board of Directors administering the contract who have first-hand knowledge of the contract language. On the administration side you have many management personnel administering the contract who receive second, third or fourth-hand information.

It's plain to see who is better equipped for the job of contract interpretation. Whenever you have questions regarding your contract, but especially now that changes have been made, don't accept management's explanation. Notify the union via phone, email, website or by speaking directly with a Board member.

The most important word in the language of the working class is solidarity.

~ Harry Bridges, Australian-born American union leader

# THE ULTIMATE HALLOWEEN WORD SEARCH



BATWINGS

BLACKCAT

BONES

BROOM

CALDRON

COFFIN

COSTUMES

CREEPY

CRYPT

DRACULA

FRIGHTEN

FROGEYES

GHOSTS

GHOUL

GOBLINS

GRAVE

GROANS

HALLOWEEN

HAUNTED

HOOT

OWL

JACKOLANTERN

LIZARDFEET

MOANS

MONSTER

MOON

MUMMY

NIGHT

OWL

POTIONS

PUMPKIN

SCARY

SCREECH

SKELETON

SPIDER

SPIRITS

SPOOKY

TOMBSTONE

TRICKORTREAT

VAMPIRE

WEBS

WEREWOLF

WITCH

ZOMBIE



# HHNA Quarterly Meetings Tuesday, October 13, 2015

Meetings will be held at the following  
times and locations:

7:30 am - G 121  
12 noon - Gillies 1 and 2  
1:00 pm - Gillies 1 and 2  
7:30 pm - Gillies 1 and 2

Breakfast, Lunch and Dinner will be available

Please remember: in order to be a member in good standing, FT/PT employees must attend 2 quarterly meetings a year. Per Diems must attend 1 quarterly meeting a year.



Visit the HHNA website at [HHNANurses.org](http://HHNANurses.org)